

**SOLDIER  
TEAM  
DEVELOPMEN  
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# **TASK FUNCTIONAL BEHAVIORS**

- **Seeking or giving information**
- **Seeking or giving opinions**
- **Initiating activity**
- **Clarifying or elaborating**
- **Coordinating**
- **Summarizing**
- **Testing for consensus**

# **MAINTENANCE- FUNCTIONAL BEHAVIOR**

- Climate-Making and Encouraging
- Gatekeeping
- Harmonizing
- Compromising
- Expressing Group Feelings
- Setting Standards
- Evaluating

# **NONFUNCTIONAL BEHAVIORS**

- **Being Aggressive**
- **Blocking**
- **Self-Confessing**
- **Competing**
- **Seeking Sympathy**
- **Special Pleading**
- **Horsing Around**
- **Seeking Recognition**
- **Withdrawing**

# **SYNERGY**

**An interaction of agencies  
such that the total effect is  
greater than the sum of the  
individual effects!**

# **STUDENT RESPONSIBILITIES**

- Be prepared for the lesson/discussion.
- Listen actively and manage your time.
- Draw participants into the discussion.
- Help participants understand the discussion.
- Remain neutral and prevent domination.

# **STUDENT RESPONSIBILITIES, con't**

- **Keep discussion from channeling.**
- **Make sure participants hear differing views.**
- **Keep discussion on track (if desirable).**
- **See that participants consider all contributions.**
- **Make sure the discussion covers all points.**

# **SHARED RESPONSIBILITIES**

- **Listen Actively.**
- **Draw participants into the discussion.**
- **Help participants understand the discussion.**
- **Prevent domination.**
- **Help keep the discussion on track (if desirable).**

# **EVALUATIONS**

- **The instructor rates you in the areas of:**
  - **Leadership**
  - **Contribution to group work**
  - **Oral Communication**
- **The instructor rates your performance each day.**

# **THE STUDENT MUST BE...**

- **Knowledgeable**
- **Perceptive**
- **Flexible**
- **Prepared**